

From: Lubbe, Wendy [Lubbe.Wendy@epa.gov]
Sent: 1/29/2021 3:48:52 PM
To: Cozad, David [Cozad.David@epa.gov]
Subject: RE: Solicitation of new SEPMs for the IDLC

Ex. 5 Deliberative Process (DP)

Wendy Lubbe
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From: Cozad, David <Cozad.David@epa.gov>
Sent: Wednesday, January 27, 2021 2:16 PM
To: Lubbe, Wendy <Lubbe.Wendy@epa.gov>
Subject: Fwd: Solicitation of new SEPMs for the IDLC

Ex. 5 Deliberative Process (DP)

Sent from my iPhone

Begin forwarded message:

From: "Peterson, Mary" <Peterson.Mary@epa.gov>
Date: January 27, 2021 at 2:10:50 PM CST
To: R7 Managers <R7_Managers@epa.gov>
Subject: Solicitation of new SEPMs for the IDLC

Dear R7 Managers,

DeAndre and I wanted to draw your attention to the attached announcement which was sent to all employees for new **Special Emphasis Program Managers** who participate on our **R7 Inclusion and Diversity Leadership Council**. The Council reports directly to me and to Senior Staff.

Last week, President Biden issued *Executive Order On Advancing Racial Equity and Support for Underserved Communities Through the Federal Government* which notes that, "Affirmatively advancing equity, civil rights, racial justice, and equal opportunity is the responsibility of the whole of our Government." As you know, our SEPMs play a critical role leading our Regional EEO, diversity, and inclusion programs that will support these efforts.

We would appreciate your help and support encouraging employees to consider this important leadership opportunity. It is also noteworthy that over the last 10 years, the

majority of our SEPMs have gone on to receive promotions, and our Senior Staff appreciates their valuable advice and input. We continue to put focus in this area and other efforts to proactively address workplace matters, and are proud that there were zero formal EEO complaints in FY 2020.

We look forward to a bright future and to continuing to encourage and sustain a welcoming, professional workplace for all. Thank you!

Sincerely,
Mary Peterson and DeAndre Singletary